

**SECRET***FILE Personnel 15*

DD/S 68-1263

12 March 1968

## MEMORANDUM FOR THE RECORD

25X1 SUBJECT: [REDACTED] -Federal Career Development Program  
 25X1 Professional Applicants Test Battery

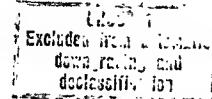
25X1 1. On this date I met with the Executive Director, Dr. Tietjen, Mr. Wattles and [REDACTED] to discuss the problem that has developed wherein we overtly are seeking applicants for employment on campus but are in effect covertly testing those applicants on campus. This is an outgrowth of our [REDACTED]

[REDACTED] who give the test on university premises. The test administrators are not officially informed that this is a CIA procedure and obviously administrative officials of the university are not aware of this arrangement. It is estimated, however, that approximately 80% of the test administrators suspect or know that this is a CIA procedure. When awareness of this situation occurred about ten days ago the DD/S directed that further scheduling of examinations on campus be cancelled. From a policy position standpoint it is quite inappropriate to be conducting testing on campus without the knowledge of appropriate university officials and accordingly a change in system was deemed necessary.

2. This matter was discussed with the Executive Director and the following program was agreed upon:

a. Between now and 1 July we will not conduct on-campus FCDP testing but will arrange for off-campus testing at selected locations around the country. The testing will be conducted by the [REDACTED] utilizing the same test forms as presently exist.

b. We will revise the format of the present test battery with several changes in test questions and henceforth call this the Professional

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25X1

Applicants Test Battery (PATB). We will arrange with [redacted] for a new program of testing to be effective 1 July 1968 utilizing test facilities on certain campus locations, in those cities [redacted] which we are directing recruitment programs and the other determined off-campus locations convenient to our recruiting program.

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c. We will negotiate a new arrangement with the [redacted] to carry out this program beginning 1 July 1968. The on-campus testing in this new program will be identified as the PATB and the test administrators, the campus Placement Director and any other university/management official deemed necessary will be briefed on the fact that this is a test conducted on behalf of CIA applicants. The briefing of the university officials for this purpose will be accomplished by the recruiter covering that area of recruitment. It is hoped that the arrangement will permit the necessary testing but without open or public identification that the test is for CIA.

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[redacted]

e. For this purpose the recruitment Division will identify testing locations as follows:

(1) The location of off-campus sites where the FCDP as presently constituted can be administered to Agency applicants between now and 30 June 1968.

(b) Identification for the new program beginning 1 July 1968 of those universities where we can arrange for on-campus testing, the cities where we have recruitment offices and from which we are presently recruiting and for which we wish to set up an off-campus testing center and,

(c) Convenient locations off campus where we may desire to conduct testing for applicants from those colleges and universities where we are not now conducting recruiting on campus.

3. It is recognized that the locations at which testing is to be conducted will be changed by developments and circumstances and the arrangements

**SECRET**

**SECRET**

3

should be flexible enough to provide this. The Recruitment Division must follow this program very closely to assure that the designated testing facilities are consonant and current with developments in the recruitment program.

25X1 [redacted] Chief, Assessment and Evaluation Staff and the Chief of the Recruitment Division should proceed to [redacted] and make the necessary arrangements for the above with the [redacted]

[redacted]  
R. L. Bannerman

Deputy Director  
for Support

cc: 2 - D/MS  
3 - D/Pers

DD/S:RLB:ksd (12 Mar 68)

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